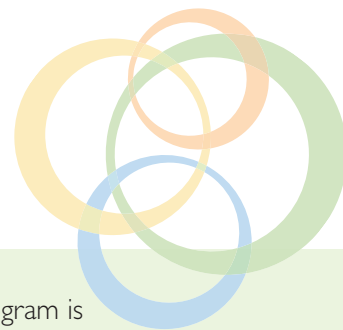


# Dallas Principal and Teacher Incentive Pay Program



The Dallas Independent School District (DISD) Principal and Teacher Incentive Pay program is designed to reward effective teachers and principals who raise levels of and maintain high standards for student achievement. It builds on DISD's existing Outstanding School Performance Awards program and incorporates a focus on teachers and principals. Value-added results and other direct achievement measures will be used to assess eligibility for teacher and principal incentives.

## Needs Assessment Results and General Information

In 2006, DISD enrolled 161,244 students: 5.3 percent white, 62.7 percent Hispanic, 30.8 percent African American, 1.0 percent Asian or Pacific Islander, and 0.3 percent Native American. Nearly 83 percent (82.9%) of students qualified for free or reduced-price lunch, and 29.8 percent were limited English proficient. Ninety-seven percent (214/220) of the DISD campuses met the definition of high-need schools. The 2005-06 preliminary results of the state assessment, given in grades 3 to 11, showed increasing trends for math and reading.

However, many of DISD's schools are far from the *No Child Left Behind* goal for 2014. Fifty-four percent of Dallas high schools missed adequate yearly progress (AYP) for three consecutive years. In 2005, approximately 1,100 of 6,600 academic core teachers met high achievement standards.

As of October 2007, DISD enrolled 158,266 students: 4.8 percent were white; 65.3 percent were Hispanic; 30.7 percent were African American;

0.9 percent were Asian or Pacific Islander; and 0.2 percent were Native American. About 78 percent (77.7%) of the students qualified for free or reduced-price lunch, and 30.9 percent were limited English proficient. Ninety-seven percent (212/218) of the Dallas ISD non-alternative campuses meet the TIF definition of high-need schools. The 2006-07 results of the state assessment, given in grades 3 to 11, showed increasing trends; however, 46 campuses missed AYP that year, with six high schools missing AYP five years in a row, and five high schools missing AYTP four years in a row. At the middle schools, 14 out of 23 non-magnet schools missed AYP.

## Background

The new program will complement the district's existing program, which has been in place since 1992, by concentrating on individual teachers whose students achieve significantly above expectation and principals who significantly raise the level of teacher effectiveness.

The new program will also add incentives for professional development and assignment to a high-need school or content.

<b>Location(s)</b>	Dallas, Texas
<b>Award Date</b>	November 2006
<b>Duration</b>	5 years
<b>Partners</b>	None



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## **Incentives**

In August 2007, principals received a “Principal Incentive Rating,” a weighted average of five performance indicators. They were eligible to receive \$7,500-\$10,000, as well as additional board-approved raises. Beginning in the 2007-08 school year, qualified teachers and principals in 26 high-need school pilot programs received \$6,000 to \$10,000 respectively. This incentive was provided to highly qualified teachers and principals who agreed to the assignments in the state-mandated reconstituted schools and the Superintendent Learning Community schools. Additionally, the district piloted the Performance Pay Program in 59 schools. This program awarded eligible teachers \$1,600-\$4,000 incentives based upon value-added, achievement-related portions of the district’s accountability system. Principals and other professional staff members earned between \$1,250 and \$2,000, and support staff earned \$625-\$1,000 based on a campus level value-added score.

For 2008-09, the district-wide implementation included 230 schools. The award amounts for district-wide implementation changed to allow teachers to earn between \$1,600 and \$3,200 individually based on value-added measures. All teachers, including noncore teachers and principals, can earn between \$600 and \$800, based on the school-level value-added measure.

In December 2008, the district paid other TIF-funded programs that included over 2,000 employees at the high needs and pilot schools approximately \$7 million in awards. Targeted Impact Schools (high needs) awards were paid in two payments. The second payment was scheduled for April 2009. Total payments for 2008–2009 will total over \$8 million.

## **Evaluation**

Principals will continue to be evaluated via personnel conferences several times a year in eight competency areas; teachers will be evaluated across eight domains. A research study is being planned to improve

the validity of the current teacher evaluation system. The project evaluation will consist of the following components: process evaluation of effective teachers, compliance examination, participant surveys and interviews, data analysis, and management memos and reports.

## **Resources**

The district secured a new state of Texas grant to sustain and expand the incentive programs. The District Award for Teacher Excellence (D.A.T.E.) grant for \$10.5 million was awarded in November 2008 to pay incentives for student achievement attained during the 2008–09 school year. Payment for meeting performance targets established in D.A.T.E. will be paid in October 2009. The D.A.T.E. program will supplement and support TIF funds by contributing to incentives for TIF-eligible staff and rewarding staff members not eligible under the TIF grant.

## **Data Systems**

Existing databases will be improved, and a new web-based system will be developed for teachers and principals to track student-teacher assignments. The new database will serve as a means for subsequent assessments of teacher and principal incentives eligibility.

## **Year 3 Activities**

In 2008-09, Dallas ISD expanded the performance pay program to all 230 eligible campuses. The expanded, TIF-funded Dallas Performance Pay program gives classroom- and school-level awards to teachers, teacher assistants, principals, assistant principals, and associate principals. Additionally, Dallas ISD continued the TIF-funded program for 16 hard-to-staff schools. Finally, Dallas ISD continues to award incentives to principals for increased campus-wide student achievement.

## **Outlook for Year 4**

In 2009-10, Dallas ISD will continue the performance pay programs and will incorporate funding through D.A.T.E. to sustain the performance pay program that pays awards based on student achievement.

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